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## The UCF Report, Vol. 20 No. 10, December 5, 1997

University of Central Florida

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# UCF Report

Volume 20 • No. 10 • Dec. 5, 1997

A publication for faculty and staff

## Institute 'gateway to universe'

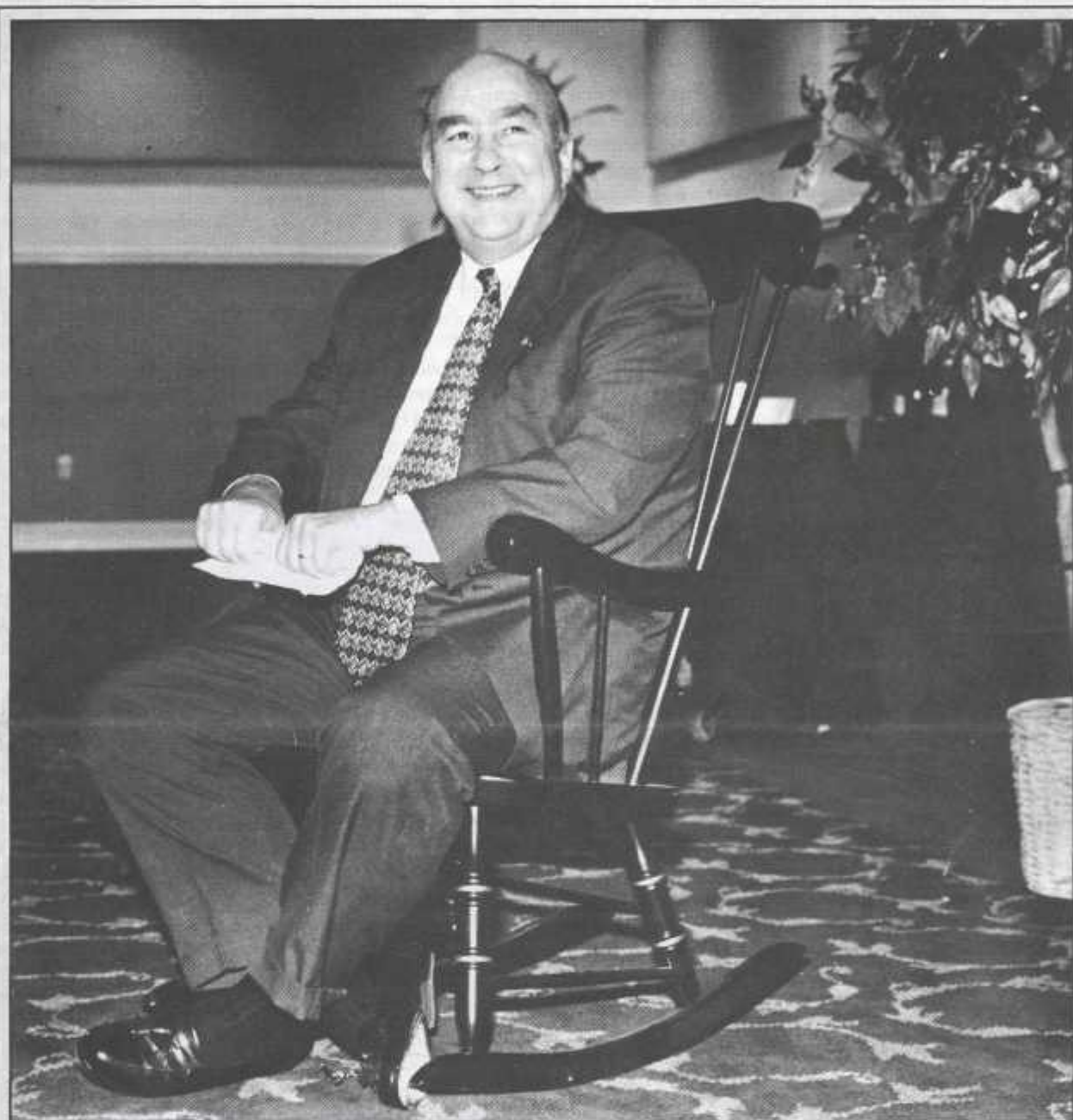
UCF's enduring motto "Reach for the stars" is on the verge of dramatic fruition through the efforts of the Florida Space Institute. FSI is one of the university's premier partnerships, where education is wed to research and industry in a real-world environment at the gateway to the universe: Cape Canaveral.

Within the grasp of the FSI is the space shuttle launch of an \$11 million Photon satellite in 2000. The satellite will be designed by university researchers to reflect laser beam messages from space. Meanwhile, engineering students are working to refurbish a NASA-donated \$3 million satellite dish antenna that will serve as a teaching tool, download information from the UCF satellite, and track and read other communication satellites.

Space and UCF seemed to be a natural combination even at UCF's launch as Florida Technological University 30 years ago. As neighbor to NASA and Kennedy Space Center, UCF immediately became known as Florida's "space university."

That educational/technological twinkle in the eye of Charles Millican, UCF's first president, has evolved into a star in UCF's galaxy of achievements and excellence. And, it seems, the best is yet to come. With the FSI, UCF students and professors are successfully vying worldwide for their place in space exploration. Students are learning how to design and build payloads and are getting hands-on experience with research that will impact

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### Goodbye, Charlie

Administrators, students and alumni said goodbye to Chancellor Charles Reed during a dinner in his honor on Dec. 2. Reed, given a rocking chair by the UCF Alumni Association, resigned to be chancellor of California's universities.

## Center brings out best in faculty

Think think tank, a place to ponder, brainstorm, look for solutions. Forget all those stereotypical ideas you have about centers. Nothing stuffy about UCF's Faculty Center for Teaching and Learning.

This is a fun, almost cozy, place. Director Karen Smith and her band of cohorts have worked at making the center a place where faculty can wander in, get a cup of coffee and something sweet to munch on, and maybe just

Cozy atmosphere, knowledgeable staff make center great place to figure out solutions to problems

chat. Pure, old-fashion rumination can be a good starting point.

But this is much more than just a touchy-feely approach to solving teaching problems. The center's staff

paves the way to hard-core remedies for age-old questions, such as how to teach a huge class while involving students in the process to those new challenges on using technology in the

classroom.

"We aren't going to necessarily have a solution," Smith says, "but if they have a problem, we'll help them explore it."

"This center also serves a social function in that it allows faculty from different disciplines who don't know each other to interact. Six talented people from different fields will

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# Dec.

Next issue of The UCF Report is Dec. 19 • Deadline is noon, Dec. 10

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# ETC., ETC.

## Memos

**To: USPS and non-unit A&P employees**  
**From: Peter Ensenat, Human Resources**  
**Subject: 1997-1998 general pay increase**

The SUS and UCF provisions for the general pay increase for USPS and non-unit A&P employees, effective Jan. 1, are described below. Temporary OPS personnel and undergraduate student assistants are not eligible for this pay increase. Questions pertaining to the general pay increase for in-unit A&P, faculty, and OPS/graduate assistants should be addressed with the Division of Academic Affairs and/or the Office of Graduate Programs. Please note that the pay provisions described herein are applicable to the 1997-1998 general pay increase only and do not apply to the Competitive Area Differential — CAD, which will be implemented for employees in eligible USPS classes prior to the Jan. 1 general pay increase. Specific information on the implementation of the CAD will be provided by UCF management to USPS employees at a later date.

### **I. General pay increases for all eligible USPS and non-unit A&P employees**

A. USPS employees hired on or before Dec. 31 and non-unit A&P employees hired on or before July 1 who do not have on file a performance evaluation of *marginal, unsatisfactory or below performance standards* (as of Dec. 31) are eligible to receive appropriate 1997-1998 general pay increase effective Jan. 1 as follows:

1. Full-time employees with annual base salaries of \$20,000 or less (i.e., with a biweekly gross base-pay of \$766.32 or less) will receive an annualized salary increase of \$1,200 (a \$45.98 biweekly gross base-pay increase).

2. Full-time employees with annual base salaries from \$20,000.01 (\$766.33 biweekly) to \$36,000 (\$1,379.34 biweekly) will receive an annualized salary increase of \$1,000 (a \$38.32 biweekly gross base-pay increase).

3. Full-time employees with annual base salaries of \$36,001 or more (i.e., with a biweekly gross base pay of \$1,379.35 or more) will receive a pay adjustment of 2.78 percent above their annualized base salary. If an employee's annualized base pay (which has been increased by 2.78 percent) is still below the newly adjusted pay range minimum for the employee's pay grade, the employee's base pay will be further adjusted to the pay range minimum.

4. Part-time employees will receive proportionate increases in accordance with the aforementioned applicable provisions.

B. Employees who have a *marginal, unsatisfactory or below performance standards* appraisal rating in effect on Dec. 31 will be provided the appropriate pay increase if they attain an *effective, satisfactory or achieves performance standards* or higher rating before July 1, 1998. The delayed pay increase will be effective on the date of the performance appraisal and will not be retroactive to Jan. 1.

C. The pay increase for the eligible employees will be provided as an adjustment to their annual base pay (not including pay additives) and will be computed using their Dec. 31 base pay. Promotions, demotions or reassignments effective Jan. 1 will be implemented after the annual pay increase is calculated.

D. Eligible employees who are on leave without pay on Jan. 1 will receive the appropriate pay increase effective on the date they return to active payroll status. In no case will the pay increase be retroactive.

E. Eligible employees will receive the appropriate pay increase in their paycheck on Jan. 16. Since Jan. 1 is not the beginning of the biweekly pay period, employees will receive four days (Friday, Dec. 26, Monday, Dec. 29, Tuesday, Dec. 30, and Wednesday, Dec. 31) at their old rate of pay and six days at their new rate of pay. Employees must

be on active payroll status (i.e., must work or be on authorized paid leave) on Wednesday, Dec. 31, to receive pay for the Jan. 1 New Year's holiday.

F. Personnel Action Forms indicating the amount of the employee's pay increase will be provided to eligible USPS employees (including law enforcement and professional health care employees) via their appropriate division. The appropriate amount of the pay increase for eligible non-unit A&P employees is indicated in their current employment contracts.

### **II. Adjustments to the SUS pay plans**

A. Effective Jan. 1 the respective step pay plans for Certified Law Enforcement and Professional Health Care employees will be adjusted as follows:

1. All pay grades with a minimum step base amount of \$36,000 or below will have the minimum step base amount increased by \$1,000.

2. All pay grades with an annual minimum step base amount of \$36,001 or above will have the minimum step base amount increased by 2.78 percent.

B. The pay grade minima and maxima for USPS employees (who are not Certified Law Enforcement or Professional Health Care classes) and non-unit A&P employees will be increased by 3.0 percent.

**To: Faculty**

**From: Gary Whitehouse, Academic Affairs**  
**Subject: Exclusive off-campus "coursepacks"**

Based upon a student inquiry, Janet Balanoff, director, Equal Opportunity and Affirmative Action Office, completed a study on the impact of exclusive rights for "coursepacks" that have been granted to off-campus sources. The issue concerns students with disabilities and veterans who are negatively impacted by not having the educational materials available on campus.

According to Balanoff's analysis, there is discrimination against a protected class caused by the exclusive rights' approach. She recommended that a ruling be made that all materials recommended or required for purchase by students must be made available through the campus outlets as well as others selected by faculty.

Because of this legal requirement, it is essential that all faculty supply one copy of all coursepacks or materials to the University Bookstore or Computer Store, as appropriate, at least two weeks before the start of classes. These agencies will then reproduce the materials and make them available for any student desiring them. This policy has been discussed with the deans of the colleges and approved by them. I appreciate your cooperation in this matter.

**To: Faculty and staff**

**From: Marcy Kelley, Registrar's Office**

**Subject: Commencement - Procession of faculty and A&P staff**

Commencement ceremonies are scheduled for Saturday, Dec. 20, in the UCF Arena:

- 8 a.m.: College of Arts and Sciences
- Noon: Colleges of Education and Engineering
- 3:30 p.m.: College of Business Administration
- 7 p.m.: College of Health and Public Affairs

Line-up for the procession will be 20 minutes prior to each ceremony in the corridor outside room 115. Enter the Arena on the first level under the main entrance stairway and proceed down the right corridor. Signs will be posted. Major professors assisting the doctoral hooding are to join their candidate(s) in the right corridor.

Area roads are heavily congested prior to the ceremonies. Plan accordingly. Your academic regalia will serve as your "parking pass" for reserved parking in lot F-1 on the east side of the arena.

Please call if I may provide additional information.

SPACE, continued from page 1

Florida and the world.

"We are pleased to continue and expand our work on space-related projects, because there is such a substantial investment in launch facilities and human resources here in central Florida," President John Hitt told dignitaries, educators, researchers, industrialist and business leaders at UCF's Focus on Excellence Breakfast in November.

The president acknowledged FSI supporter U.S. Rep. Dave Weldon of Palm Bay, as well as UCF's partners in FSI projects: the U.S. Air Force at Patrick Air Force Base, NASA and Kennedy Space Center, Boeing, Lockheed-Martin, Spaceport Florida and Florida's university and community college systems, especially Brevard Community College.

"Our team ... will help move the space industry into the next century in the areas of remote sensing, communication and deep space exploration. These efforts will have significant bearing on economic development in central Florida," Hitt said.

"What an exciting place to be. We have men and women who know the [space] industry and who can help the industry grow," Weldon said. "We need to be creative and willing to make the investment."

He added that from his position as vice chair of the Science Committee Subcommittee on Space and Aeronautics, he strives to secure federal funds for space exploration and research, which includes FSI projects. FSI is additionally supported through private industry and military research grants.

Said Marty Wanielista, dean of the College of Engineering: "I firmly believe the talent for future economic development and environmental

protection must be found in our elementary and high school children. [Our] space efforts can help 'turn on' to science and engineering the children of central Florida. In the near future, every child at a school computer will be able to access information

from around the world, and in a real-time format. "What a wonderful opportunity this 'gateway to the universe' provides for both education and industry."

— Susan Loden



**President John Hitt, College of Engineering Dean Marty Wanielista and U.S. Rep. Dave Weldon are helping to make UCF a major player in space exploration.**



# Short Takes

## Student suspended in cell phone incident

A University of Central Florida student will be suspended for two academic terms beginning Jan. 5 as a part of UCF's continuing investigation into alleged cell phone fraud by UCF students. The decision was rendered by a student judicial board that is empowered to hear and decide cases involving violations of the university's code of conduct. The panel also ruled that the student, upon return, will be placed on restrictive probation, which involves meeting regularly with a counselor.

## Workshop's focus: good, healthy living

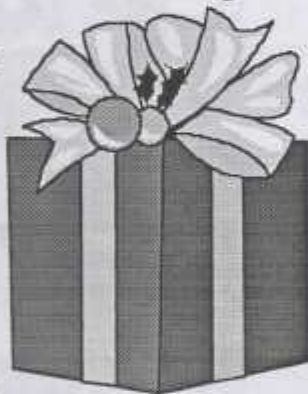
A free workshop on wellness awareness for everyone will be presented by the College of Education on Saturday, Dec. 6, 8 a.m.-1 p.m. It will be held in the College of Education Building.

Topics will include: motivation, nutritional awareness, strength training and flexibility, wellness for children and seniors, stress management, cardiovascular fitness, injury prevention and care, wellness self-evaluation, corporate wellness and "Mind, Body, Spirit."

For information, call 823-2034.

## Police searching for toys for needy

The UCF Police Department is holding a holiday toy drive for underprivileged families. To have toys for the drive picked up, call officer Jeannette Emert at 823-6268. Donations can also be dropped off at the police station any day at any time through Wednesday, Dec. 17. Toys should be new, unwrapped and for children of various ages.



## Upcoming holiday

Bellies stuffed with turkey, UCF employees will barely have time to work before the next universitywide holiday, Christmas, on Dec. 25.

## This issue

This issue of *The UCF Report* is for the weeks of Dec. 5-11 and Dec. 12-19. It is the 10th issue of fiscal year 1997-98. *The UCF Report* is published 23 times a year (every other week in the fall and spring, and every third week in the summer).

## The UCF Report

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# Culpepper: I am staying

## Quarterback says NFL can wait another year

Displaying the loyalty that led him to sign with UCF, junior quarterback Daunte Culpepper announced Monday, Nov. 24, that he intends to return for his senior season rather than leave school early for the National Football League. Culpepper made the announcement at a packed press conference, much to the delight of the coaches, players and fans in attendance.

"This program is building so fast, and I felt that this program probably needed me more than the NFL needed me," Culpepper said. "That was a big factor in my decision."

Culpepper was projected to be chosen as high as the middle of the first round of the NFL draft if he left UCF this year. Experts are convinced that by staying he could be one of the first picks in 1999 and will enter the 1998 season as one of the front-runners for the Heisman Trophy.

"It was obvious to me and everybody that knows the situation that it's best for me to stay," Culpepper said. "I probably need another year to hone my skills and to become a better player, physically and mentally."

Culpepper led UCF in its second year in Division I-A to a 5-6 record and near upsets of Nebraska and three Southeastern Conference schools. In the process, he finished the season fifth in the nation in total offense and set 15 school records, including single-season passing yardage and single-season

total offense. A preseason All-American, he was the recipient of numerous honors in 1997: finalist for the Davey O'Brien National Quarterback Award; semifinalist for the Football News Offensive Player of the Year; member of the American Football Coaches Association's 1997 Good Works Team. Culpepper was also voted the United States Postal Service College Football Player of the Week after the Golden Knights' victory over Kent.

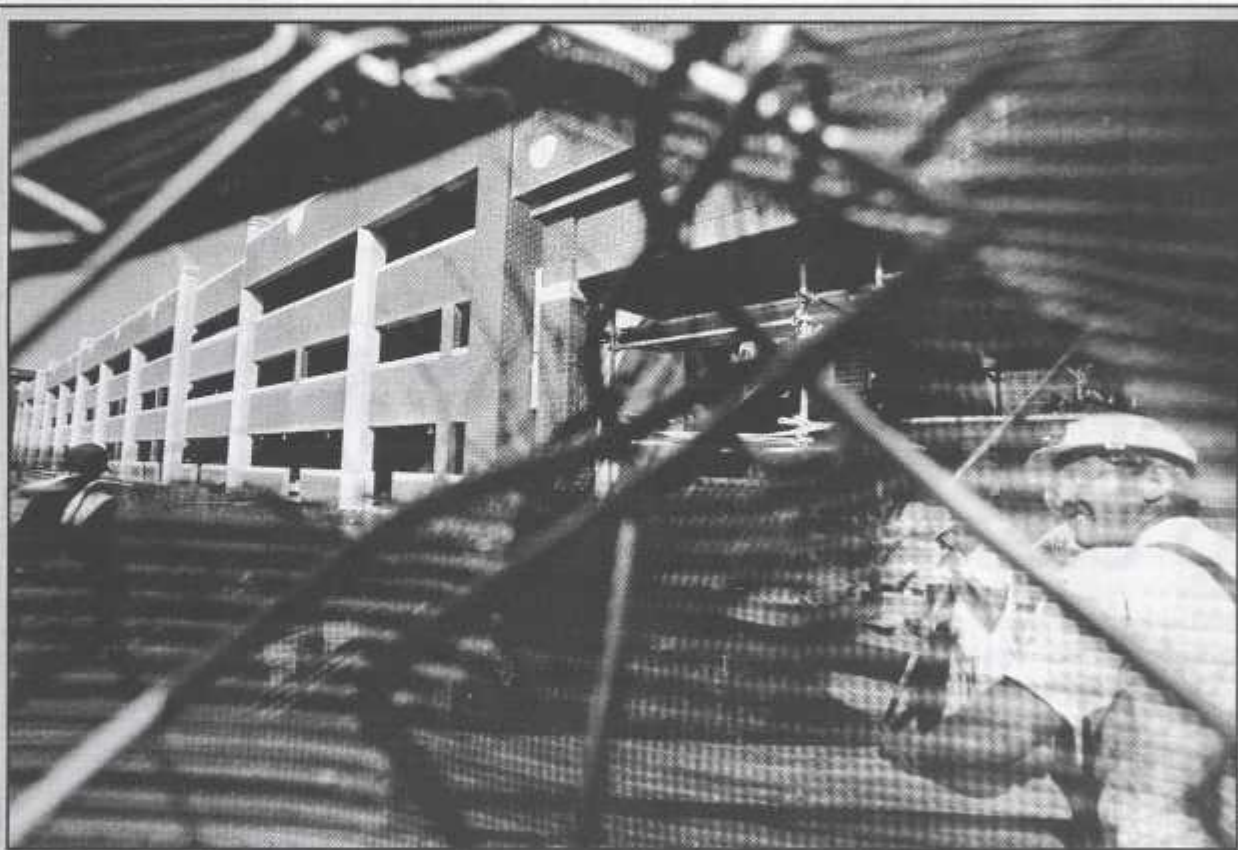
"Daunte will be a better player next year than he was this year, and he was outstanding this year," coach Gene McDowell said. "He played that last half of the season better than he's ever played. Obviously, we're going to be a whole lot better football team with Daunte than without Daunte."

Culpepper, Florida's "Mr. Football" as a senior at Ocala's Vanguard High, chose UCF because of the commitment made by the coaching staff to stick by him even though he was in danger of not qualifying academically. After it appeared his grades would be good enough for college, a lot of the bigger schools tried to recruit him.

"When he came here he made a big commitment to a small program to take it where it needed to be, and he's done that," offensive coordinator and quarterback coach Mike Kruczek said. "My obligation to him was to take him from this level to the next level."

"Physically, he's got all the tools to be great. He could go into the NFL right now, but the honing in on the mental aspect of things is really going to give him a chance to be successful fast at that level."

— John Marini



## Peekaboo

A peek through a hole in the fence surrounding the campus parking garage uncovered good news: The garage is almost finished. It is expected to open soon and will have space for 1,300 cars.

# BOR looking at technology fee

Students at Florida's 10 state universities might soon discover that advanced technology comes at a price.

Regents will ask the Legislature to approve a technology fee that would be charged to students starting next fall. The fee could be as high as \$8.34 per credit hour with a maximum of \$50 per student per semester. Under the plan, each university will be allowed to charge less if desired and students will be involved in determining how funds generated by the fees are used.

Part-time students at UCF would pay less than their peers at the state's other nine public universities. UCF plans to charge part-time students \$4.17 per credit hour, pending legislative approval of the fee.

In other actions at its November meeting, the BOR approved the implementation of the entry-

level course for a master's degree in physical therapy for UCF and several other universities. Joyce Dornier, assistant dean for the College of Health and Public Affairs, said the college hopes to offer that first class in the summer or next fall.

The BOR granted tenure as a condition of employment to the following UCF faculty: Karen Smith, associate professor, Department of Foreign Languages; Dawn Trouard, professor, Department of English; Gladstone Yearwood, associate professor, Film and Animation Program; Peggy Dwyer, associate professor, School of Accounting; Thomas Keon, professor, Department of Management; Edward Robinson, professor, Department of Educational Services; Sandra Robinson, professor, Department of Instructional Programs; and Wei Shu, associate professor, Department of Electrical and Computer Engineering.

— Joanne Griggs



## Chases to lecture on ancient Maya city

Arlen and Diane Chase, acclaimed archaeologists from UCF, will lecture at the SunTrust Auditorium at the Orlando Museum of Art, Loch Haven Park, on Jan. 6 at 7 p.m. Cost is \$3; free to OMA members.

The professors will talk about their most recent discoveries at the vast Maya city of Caracol in Belize. They have been doing excavation work at Caracol for more than 14 years, and have unveiled one of the largest ancient American cities of Mesoamerica. Their findings are changing perceptions of the ancient Maya civilization.

For information, call 896-4231.



## Stamp of approval

Nina Frazier (left), initiator of Pre-Kwanzaa in central Florida, and Elaine Pancake of the United States Postal Service unveiled the first Kwanzaa commemorative stamp during UCF's African American Student Union's seventh annual Pre-Kwanzaa celebration on Nov. 19. The Kwanzaa stamp was designed and illustrated by renowned artist Synthia Saint James.

## UCF greek system expands

Three additional national greek organizations are coming to UCF.

The nation's largest sorority, Chi Omega, will colonize a chapter here in the spring. It will be the eighth National Panhellenic Conference sorority at UCF. Alpha Epsilon Pi, a historically Jewish fraternity, will open immediately. Pi Kappa Phi, citing personal growth and community service, also plans to open this spring.

Chi Omega was organized in 1885, and has more than 240,000 initiated members.

Alpha Epsilon Pi, founded in 1913, is devoted to developing leadership the American Jewish community.

Pi Kappa Phi, founded in 1904, has become one of the fastest growing fraternal organizations in the country with 129 chapters.

— Jerry Klein

## UCF students HERO(s) to elementary kids

Vlad is a first grader at Hillcrest Elementary School. His family is from Romania and he speaks English. A bilingual UCF graduate student has pitched in to help Vlad and his family. Now, says a teacher, "Vlad is blooming."

Another first grader, we'll call him Ted, has to stay at school every afternoon in the extended day program. He was bored, acted out his anger and was constantly in trouble.

Now, he can't wait for the after-school program to begin, and, like many other youngsters, does not want to go home at the end of the day.

The change? Hillcrest Elementary Reach-Out (HERO). About 25 UCF Honors Program students are volunteering their time each week to operate clubs for the 125 to 150 kindergarten-fifth graders who must stay at the school after hours.

Until now, except for a once-a-week dance class for some of the students, the after-school program was a time for videotapes and homework.

"The UCF students met and brainstormed ways to organize activities," says Maggie Pagan, director of Partners in Education at Hillcrest. "They are so full of energy and ideas; it is wonderful to watch. It has made the after-school program wonderful for our kids."

Hillcrest is an inner-city school

with 80 percent of the students qualifying for free lunches. It is also the only Foreign Language Academy in the Orange County district, dealing with English, Spanish, Vietnamese and other languages.

The UCF students have organized clubs for art, computers, reading, music and the environment. They have a Brain Bowl, a tutoring club, and are developing a drama club.

"The UCF students are learning how to deal with young children in a real environment," Pagan says. "And our kids are getting exciting activities that really enhance their learning. They read a story and then act it out or do a puppet show. The music club is going to go out and sing in the community during the holidays."

"The only problem is, so many kids want to take part, some of the clubs are too crowded. And some kids want to do too many clubs."

The volunteer effort is inspiring others.

"To prepare the UCF students, the Honors Program offered a training workshop on how to work with elementary-age children," says Kathleen Bartlett, assistant director of UCF's Honors Program. "One of the speakers for that program donated his \$100 honorarium, and the money has been used to buy supplies for the clubs."

— Jerry Klein



## Stopping AIDS

Spreading the message of AIDS prevention was the goal of a health fair on campus on World AIDS Day, Dec. 1. Students from the class HIV Disease: A Human Concern arranged a number of activities to do just that.



# Office's goal is a better university

## Quality Initiatives Office improving way UCF operates

"Change is good," declared former Orlando resident and deep thinker Shaquille O'Neal, who hightailed it out of town two seasons ago to play with the Los Angeles Lakers of the National Basketball Association, leaving behind a summer of discontent. But change didn't feel so good to the Orlando Magic fans who reacted like jilted lovers to O'Neal's defection.

That same fear and hatred of change faces Jan Terrell and her office of Quality Initiatives every day.

"To change things dramatically," Terrell says, "is difficult. People are threatened by it. They're afraid that a quality team might come in and find they're doing things wrong.

"Of course, we'll always find something wrong because there is always something that can be improved. But we try to help people discover what they need to change themselves."

For a number of units that offer student services at UCF, change is inevitable. "The processes that worked in the past for a much smaller student population just aren't working as effectively," Terrell points out.

A self-study showed that students are satisfied with their classes, but are often unhappy with student services. A follow-up study showed that some people felt good communication was lacking between units that serve students.

To solve the problems, a team of 10 employees who are either in or work with units that serve students was formed by Denise Young, interim associate vice president for Academic Affairs. The team examined what was

wrong and what was good about UCF's service to students. "First, we had to figure out who was doing what and how each of the units interacted with each other," says Terrell, "before we could discover the problem areas."

The UCF 21 group, a research core of faculty and graduate assistants from the Industrial Engineering Department, assisted the team by mapping student service systems and how they relate to each other. "It allowed us to see a 'snapshot' of a very complex process," Terrell says. "Then, the team was able to brainstorm how to streamline many processes."

The result? The team identified six areas that needed to be studied more intensely by more focused teams. "We started with areas where a student's success at UCF would be most easily affected," she says.

Teams are currently studying the student-hold system, which frustrates

students because a number of units can place holds and quite often students have problems proving they should no longer be on hold. What works for academic advising, the problem of students trying unsuccessfully to obtain non-curricular information and orientation are also being examined by separate teams.

Other areas that will be reviewed in the near future are the staffing levels and mix in academic advising areas and student financial aid, and staffing for the major areas of Student Affairs and Enrollment and Academic Services.

"I expect the teams to start after the first of the year," Terrell says.

Each team will have a leader and a quality coach. There are 20 quality coaches on campus, who are volunteers who have been trained to facilitate teams. Terrell expects to have reports from all teams within 12 months.

— Joanne Griggs

## Excess credit rule criticized by faculty

The State University System's excess credit hour rule came under attack during November's Faculty Senate meeting.

Ida Cook of the Sociology and Anthropology Department requested that the Faculty Senate set forth a formal statement opposing the rule. The Board of Regents requires universities to charge students extra for taking classes beyond those needed to earn their degrees.

"I worry about what we're saying about education with such a policy," Cook said. "Perhaps, the people who came up with this rule think that students who take a lot of hours are just goofing around, but most of these students are working toward double majors or change their majors."

Other faculty members echoed Cook's concerns. "It discourages people from broadening themselves," said Glenn Cunningham of the Chemistry Department.

"It really hurts those who can least afford to pay [the extra credit charges]," added Rosie Joels of Instructional Programs.

Vice president Frank Juge said President John Hitt had gone on record opposing the rule for being "anti-education."

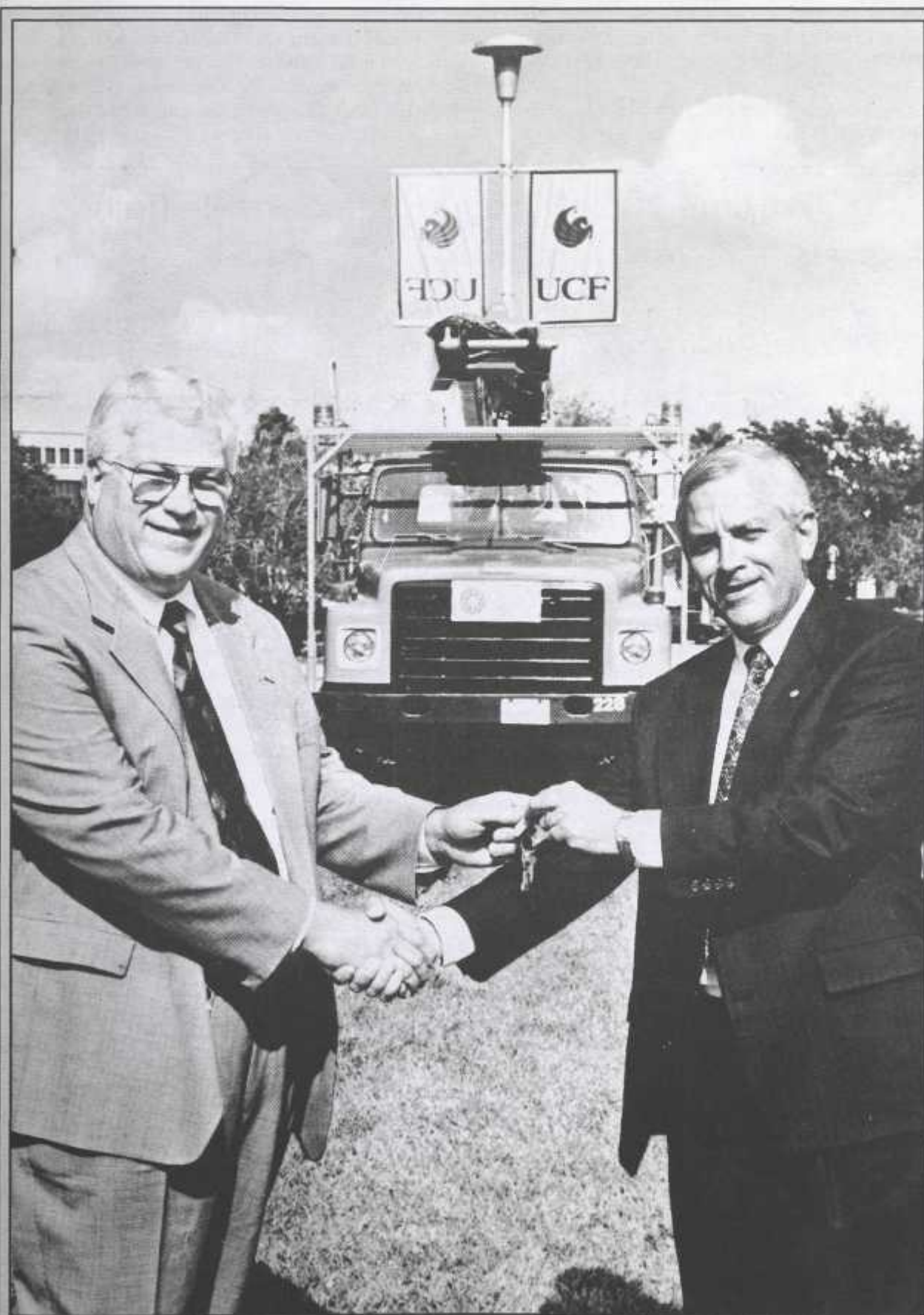
In other news, Provost Gary Whitehouse said the Faculty Senate would be asked to give input into the review of the university's budget processes. A task force that convened in the spring outlined suggestions for how to review the Pegasus Model for funding colleges and area campuses and the overall university methods for allocating resources.

The task force proposed that the review be done in two stages: the educational stage and the corrective stage. The first stage should include internal college reviews — including departmental allocations — with deans and faculty advisory committees, and departmental and unit reviews. Workshops will serve to present the state methods for budgeting and how budgeting is influenced by the university's strategic goals.

The second stage should include a gathering of information and a consensus through a series of "town meetings," resulting in a report to the provost by the middle of the spring term for ways to improve the budgetary processes.

Richard Tucker, Faculty Senate chair, reported that Bud Berringer, College of Health and Public Affairs, is chair for the Student Affairs Committee, which is considering different models for a possible restructuring of the Student Affairs unit.

— Joanne Griggs



### Powerful partner

Pete Dagostino, vice president of Bulk Power Delivery for Florida Power Corp., hands President John Hitt the keys to a bucket truck (in the background) that Florida Power donated to the university. The truck, valued at \$15,500, will be used to service UCF's street lights and for other functions.



# Quality attracting top students

## 1997-98 freshman class most impressive in university's history

The University of Central Florida continues to increase its freshman class while improving admissions standards and cultural diversity representation.

In fall 1997, almost 2,600 freshmen enrolled, with an average SAT of 1123 and weighted high school grade point average of 3.5. The average test scores for the 1997 Florida resident college bound population is 998.

In 1993, a focused commitment was made to increase the proportion of native students as compared to transfers and improve the academic quality of the new students. The annual freshman class has increased by nearly 35 percent. Almost 3,700 more freshman applications were received this fall than in fall 1993.

Selectively has also strengthened. In 1993, 77 percent of the applicants were admitted; in 1997, 66 percent were offered admission. The university's Honors Program and the new LEAD Scholars Program continue to attract outstanding students. Several other new programs have been implemented and are expected to attract and retain academically gifted students.

New programs have been developed to strengthen student services in financial assistance, community college articulation, advising and registration.

"Although we continue to enroll larger classes, everyone in the division is committed to improving

student learning. We are supportive of any efforts that enhance students' academic progress," noted Tom Huddleston, vice provost for Enrollment and Academic Services.

In 1994, the university's Division of Enrollment and Academic Services established a unit of Academic Development and Retention. Special attention was given to improving student retention. The fall 1995 full-time FTIC improved to 71.5 percent, contrasted to 69.6 percent a year earlier. In the most recent year, the retention rate improved to 72.1 percent.

The Honors Program continues to strengthen its standards for incoming freshmen while increasing the size of the new class by 50 percent in 1997-98. SAT scores for incoming Honors freshmen averaged 1243. The ACT average composite score rose to 27 and the high school GPA to 4.2.

Honors continues to place its students in prestigious graduate institutions across the nation. Last year, two graduates received full scholarships at Johns Hopkins and at the University of Chicago. Other Honors students have won state, national and international awards for scholarships such as *USA Today's* All-USA Academic Team, the Portz Scholar's Award, the Engalitcheff Institute Internship, the Florida Engineering Society Outstanding Senior Scholarship, the Nubian Pre-doctoral Scholarship, the International Business 2000 Internship and the Florida Honors Council Writing Contest.

The LEAD Scholars Program, the only program of its type in Florida, now in its third year,

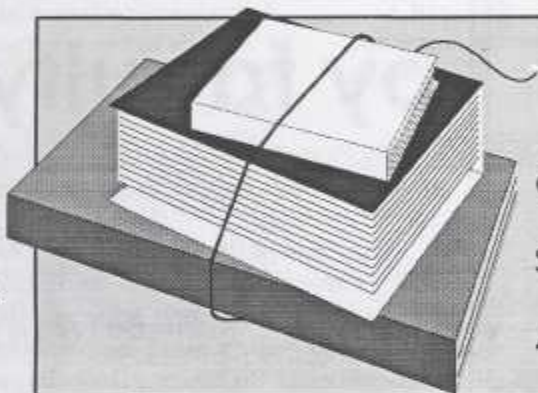
continues to attract attention. The academic quality of the participants continues to rise. The SAT average of the 1997 class was 1200. The average high school GPA has risen to 4.1 for the same year. Applications to the program have risen 24 percent.

LEAD Scholars is a two-year program focusing on leadership, service and scholarship, and limits new student enrollment to only 200 freshmen. This year, there were 411 applications for the 200 spaces. Each applicant is required to submit two essays and two references before being considered by the review committee. During the past several years, UCF has become the school of choice, particularly for those students that are accepted into the program.

Underrepresented students have also increased. African American enrollment has increased from 982 in fall 1993 to 1,620 in 1997. The Hispanic population has grown from 1,708 students to 2,400 students.

Until this past May, the number of Florida public high school graduating seniors were relatively flat during the past several years. Still, UCF was able to attract more students from throughout the state. Few institutions in the country have experienced comparable growth in interest, enrollment and quality.

"We attribute much of our success to the outstanding attributes of this university," said Sue McKinnon, director of Undergraduate Admissions. She cited faculty, academic programs and the campus as important factors for success.



### First-Time-in-College Academic Profile (fall)

	1993	1994	1995	1996	1997
GPA	3.3	3.2	3.3	3.4	3.5
SAT	1110	1080	1120	1122	1123
ACT	23	23	23	24	24

CENTER, continued from page 1

discover common problems and come up with their own answers."

The problem of large classes is being worked on right now. A group of faculty, students and the center's staff is looking at ways to reorganize large classes and shift responsibility

for learning to the students.

Other faculty have dropped by and admitted their fear of computers. They have been led through the process of creating their own Web pages and have been made comfortable enough to be independent. Ditto

with PowerPoint presentations. "Next semester, when they want to revamp their syllabus on the Web, they can do it themselves," says Robert Tonsetic, coordinator for Curriculum Development.

Tonsetic was involved in the early

process of developing the center, which began three years ago and was operated out of Educational Foundations. "The center existed, but there was no space for it," Tonsetic explains.

"The idea for a center came from the Faculty Senate and other units on campus," Smith says. "It really is a credit to the entire university because the idea has been extensively supported."

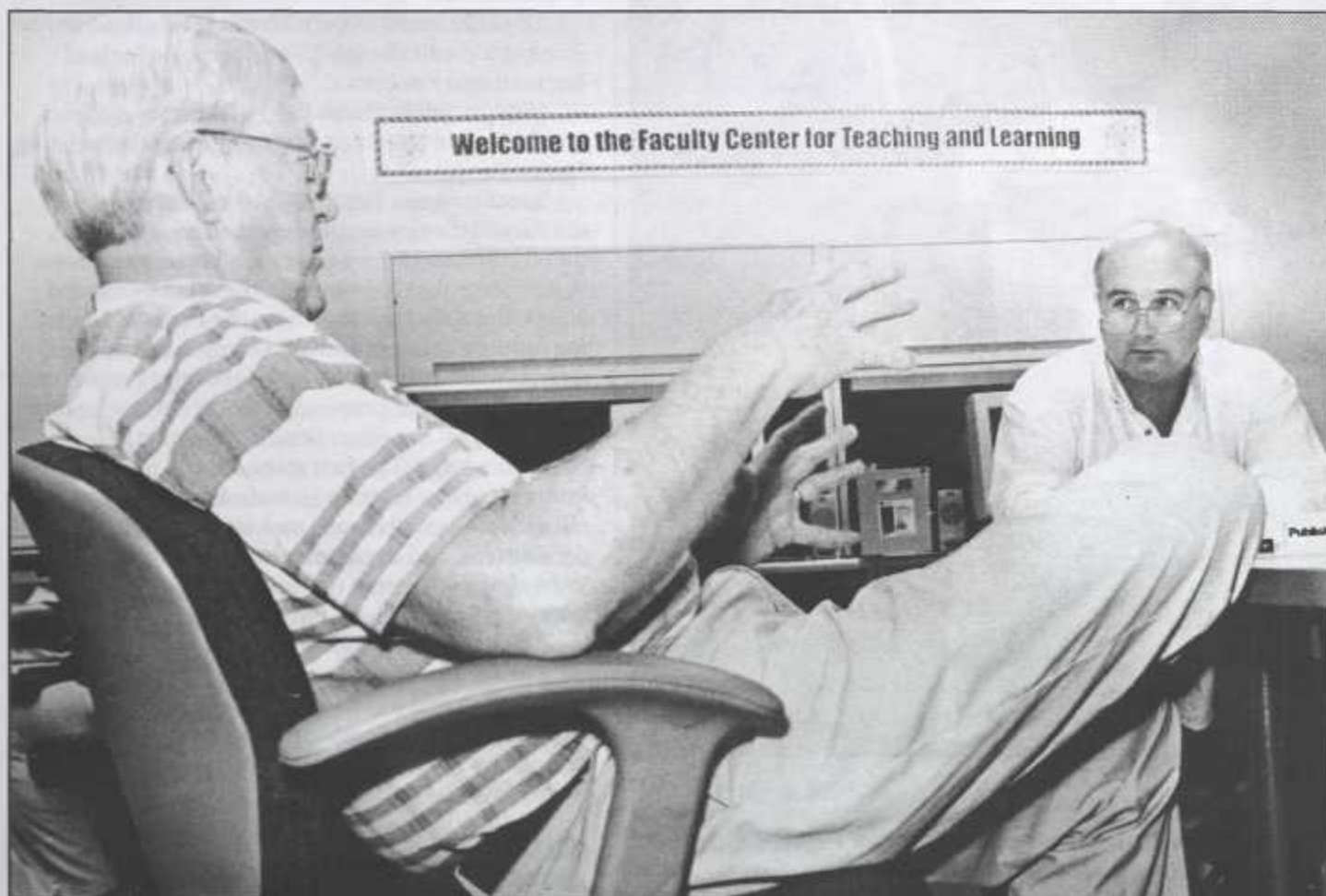
The center is located in the Health and Physics Building, room 331. There, Smith has launched a series of activities to support faculty. Besides socials, the center has held focus groups to discuss the implications of how the cutting-edge will affect teaching methods, a master teaching series (with award-winning faculty presenting lectures on introducing activities into the classroom), building teams and monitoring, and a wide variety of workshops and lectures.

"We don't just reinvent the wheel," Tonsetic says. "We stay on top of current research besides conducting our own research."

Smith's plans for the center — which will have a permanent home in the Classroom Building upon its completion in 1999 — is for it to become a focal point that encourages everyone on campus to work together.

"I'm really impressed with this very open and flexible faculty," Smith says. "The administration is very supportive of risk-taking, so it encourages the faculty to try new things and work with each other."

— Joanne Griggs



Ralph Llewellyn (left) and Lee Fritchie chat at the Faculty Center for Teaching and Learning.



# Caught in the act



Knightro invaded UCF's Brevard campus on Thursday, Nov. 13, for a Homecoming pep rally. About 120 faculty, staff and students from the branch campus attended the pep rally, which was also used as a way to raise funds for student organizations.

## Appointments and Activities

**Subir Bose**, physics professor, gave a colloquium titled "Nonclassical Radiation in One-Atom Masers" at the University of North Carolina, and a seminar titled "Two-Photon Micromaser Radiation" to the Quantum Optics Group at the Georgia Institute of Technology.

**David Brunner**, associate music professor, was in New York City on Nov. 8 to hear the premiere of his work "Questions" for oboe solo, soprano and piano at the Kosciuszko Foundation. The 10-movement work is a setting of short poems by Pablo Neruda from his "Book of Questions."

**Humberto Lopez Cruz**, assistant Spanish professor, published "Reinaldo Arenas y el Discurso del Silencio en Celestino Antes del Alba" in *Circulo: Revista de Cultura*.

**George Stegeman**, physics professor, gave an invited presentation, "Beam Instabilities in Quadratic Media," at the November meeting of the IEEE LEOS in San Francisco.

**Walter Taylor**, biology professor, received the national God and Service Award from Boy Scouts of America and the United Methodist Church. The award is the highest recognition given by BSA for exceptional service. Taylor has been involved with the Scout program for the past decade.

**Bhimsen Shivamoggi**, mathematics and physics professor, was visiting research professor of engineering at the University of Newcastle, Australia, for three

months. He presented research seminars in vortex dynamics and turbulence theory at the University of Newcastle, University of Adelaide and Monash University at Melbourne. He also gave a one-hour invited talk on geophysical vortex dynamics at the Research Workshop on Two-Dimensional Turbulence in Plasmas and Fluids at The Australian National University, Canberra. He visited the University of Cambridge, England, where he gave a research seminar on magnetohydrodynamic turbulence at the Isaac Newton Institute of Mathematical Sciences.

**M.J. Soileau**, director of CREOL, was elected a fellow of the Institute of Electrical and Electronic Engineering. It is the world's largest professional society and is comprised of 320,000 members in 147 countries. The grade of fellow recognizes unusual distinction in the profession and is conferred only by invitation of the board of directors. Fellow recommendations in any one year may not exceed 0.1 percent of the total institute membership. Soileau was cited for "leadership in developing CREOL as a leading research and educational institute in lasers and optics."

Four music professors were heard in the premiere of a new music composition by composer **Donald Waxman**. Performing were members of the Pegasus Trio (**Ayako Yonetani**, violin; **Gary Wolf**, piano; **David Cedel**, cello and **Keith Koons**, clarinet). The event was part of the Florida State Music Teachers Association annual convention. The composition, "Variations on a Theme of Diabelli," was composed especially for the convention.

## Newcomers

**Tara Crary**, a secretary in the College of Education, received a bachelor's degree in advertising from the University of Florida. Crary is married and enjoys reading, shopping and traveling.

**Steven Imrie** comes to UCF from American Income Life Insurance Co., where he was an insurance agent. He is married and enjoys sports and industrial arts.

**Don Johnson**, architect for Facilities Planning, comes from DW Johnson and Associates Inc., where he was an architect. Johnson attended Louisiana State University, where he received a bachelor's degree in architecture. Johnson is married and has four children.

**Carolyn Lonergan**, custodial supervisor at the Student Union, comes from Goodwill Industries, where she was a custodial worker. Lonergan received a bachelor's degree in criminal justice administration. She has four children and enjoys volunteering, reading and quilting.

**Mark Miller**, visiting instructor for the Accounting Department, attended Iowa State University, where he received a bachelor's degree in accounting, and Northwestern University, where he received a master's degree in marketing and finance. Miller and his wife have three children.

**Elsa Mujica**, program assistant for the College of Education, was formerly an executive assistant at Career Resources Inc. in Bridgeport, Conn. Mujica is married and has three children. She enjoys poetry, art, reading, sketching, singing and watching movies.

**John Murphy**, heavy equipment operator, comes to UCF from Bennet Electric in Miami. Murphy is married and has three children. He enjoys plants, hunting and camping.

**Heather Oaks**, graduate secretary for the Computer Science Department, was formerly a customer service secretary for Omaha Property and Casualty. Oaks graduated from UCF and received a bachelor's degree in psychology.

**Kimberly Orloff**, instructional specialist for the Creative School for Children, comes from Petersen Child Development Center, where she was a training and curriculum specialist. She attended Messiah College, where she received a bachelor's degree in early childhood education. She also attended the University of Hawaii, where she received a master's in early childhood education. Orloff is married and enjoys reading, hiking and swimming.

**Hugh Paul**, senior engineer for the College of Arts and Sciences, comes from Turkey, where he was a consultant to ministry of National Education. Paul is married and has seven children. He enjoys amateur radio, flying and theology.

**Douglas Pavlus**, program assistant for the Registrar, was formerly a customs protection officer. Pavlus attended UCF, where he received a bachelor's degree in psychology. He has a daughter and enjoys physical fitness, and visiting with friends and family.

**Michele Ruiz**, senior clerk for the Registrar's Office, comes from Precision Response Corp., where she was an AT&T customer service representative.

**Gregory Shinkaveg**, research scientist for CREOL, comes from Lawrence Livermore National Laboratory in California, where he was a physicist. Shinkaveg attended the Massachusetts Institute of Technology, where he received a Ph.D. in physics.

**Anna Turbett**, director of development for the College of Education, comes from Mater Dei College, where she was director of College Advancement. Turbett attended Westchester University, where she received a bachelor's and master's degrees in education. She has two daughters and enjoys soccer, basketball, softball, swimming, concert choir and orchestra.

**Paul Viau**, academic adviser for Academic Development and Retention, was formerly an academic adviser at Texas A&M University.

**Phillip Vogel**, application coordinator for Computer Services, comes from Lake City Community College, where he was a computer programmer. Vogel received a bachelor's in computer information systems from Appalachian State University. He enjoys tennis, racquetball and biking.

**Sam Waters**, senior clerk for Housing and Residence Life, attended UCF and received a bachelor's degree in legal studies. He enjoys acting and working at Terror on Church Street.



# CALENDAR

## Music

823-2869

5

•Wind Ensemble Concert, Visual Arts Building, 8 p.m.

6

•Pegasus Trio Concert, Rehearsal Hall, 4 p.m.

7

•Faculty Chamber Concert II, Rehearsal Hall, 3 p.m.

9

•Chamber Orchestra Concert, Rehearsal Hall, 8 p.m.

11-14

•23rd Annual Madrigal Feast, University Dining Room. Reservations, 823-5687

21

•Chorus and Orchestra, "Mass in E-flat Major," First Presbyterian Church, 7:30 p.m.

## Arena

4

•Air Force ROTC change of command parade, track. 823-1247

6

•UCA National High School Cheerleading Championships (800) 238-0286

## Lectures/Workshop

5

•Women's Studies noontime knowledge lecture: Joycelyn Bartkevicius, English Department, Downtown Center, noon-1 p.m. 823-3258

6

•College of Education workshop on wellness awareness, College of Education Building, 8 a.m.-1 p.m. 823-2034

## Miscellaneous

4

•Holiday Coffee, President's Board Room, 9-11 a.m. 823-6490

31

•New Year's Eve Road Race, Lake Claire, 11 p.m.-1 a.m. 823-5178

## WUCF-FM 89.9

823-0089

6

•Texaco-Metropolitan Opera: La Clemenza Di Tito (Mozart), 1:30 p.m.

13

•Texaco-Metropolitan Opera: Turandot (Puccini), 1:30 p.m.

20

•Texaco-Metropolitan Opera: Il Barbiere Di Siviglia (Rossini), 1:30 p.m.

27

•Texaco-Metropolitan Opera: Don Carlo (Verdi), 12:30 p.m.

## Sports

823-2729

5

•Volleyball NCCA first round

15

•Men's Basketball vs. McNeese State, 7:30 p.m.

16

•Women's Basketball vs. Bethune-Cookman, 7 p.m.

18

•Men's Basketball vs. St. Thomas, 7:30 p.m.

•Women's Basketball vs. El Paso-Texas, 5 p.m.

31

•Women's Basketball vs. California Poly SLO, 3 p.m.

## Meetings

17

•UCF Toastmasters, "The Talking Knights," Research Park Pavilion, 7:30 a.m.

18

•Staff Council, President's Board Room, 11:30 a.m.-1:30 p.m.

## Academics

6

•Classes end

8-13

•Final examinations

13

•Grades due in Registrar's Office, noon

20

•Commencement: Arts and Sciences, 8 a.m.; Education and Engineering, noon; Business Administration, 3:30 p.m.; Health and Public Affairs, 7 p.m. 823-5907

## Library

•Portraits of the West Indies, by Special Collections

•Creative Expression, by Lee-Anne Tobia

•One World, One Hope, by Sharon Douglass

•Personal Development, by Robert Herman

•Handicrafts of the Philippines, Vietnam and Korea, by Mark Intone

•Drive Smart, Drive Safe, by Erwin Brown, Health Resource Center

For a more comprehensive up-to-date calendar, check out:

<http://www.oir.ucf.edu/pubrel/calendar/>

# December

# CLASSIFIED

## For Sale

**Bunk bed**, red, top-twin frame, bottom-full size frame, ladder and matching coat/hat rack; excellent condition. Laurie, 823-3730.

**Furniture**, pair of oak platform rockers, \$100; brown club chair, \$30, pastel striped camel back sofa, \$100, beige recliner, \$40; cedar chest (needs hinges), \$30; pair of walnut bar stools, \$40. 365-2672 h. or 823-5160 w.

**Hot tub**, everything except plumbing included. Gray/mauve, best offer gets it! Jeannette, 823-6268.

**House**, well maintained, quiet neighborhood, three miles from UCF. Vaulted ceilings, ceramic tile in oversized kitchen, entry and hallways. Joan, 823-2653 or 657-0712, after 5 p.m.

**Living room set**, Phillipine "pretzel-style" rattan sofa and armchair, with soft cushions. Square coffee table and two end tables, each with solid mahogany top, \$650. 823-2538.

**Pentium 60 computer**, 4x CD ROM, 420 hd, 16 RAM, 24.4 mod 15" color digital monitor, HP 540 color printer, loaded w/ software, \$750. 823-6000.

**Toys**, Fisher Price Country Cottage, \$60. Today's Kids rocking horse rider, \$40. Various Tonka trucks and tractors, \$5 each. Little Tike Table and two chairs, \$10. Pogo stick, \$5. 365-2672 h. or 823-5160 w.

**Washer and Dryer**, Kenmore, good condition, will deliver. \$300 for both, 381-2181 or 823-6644.

## Wanted/Misc.

**Occasional ride** needed from Hunter's Creek to UCF and return for normal 8-5 workday. Willing to negotiate ride fee. Cameron, 823-2811.

## Official Ballot to Spotlight Employee of the Month

I nominate: \_\_\_\_\_  
(name) (campus address)

to be UCF Employee of the Month. (Nominee must have been a University Support Personnel System employee at least two years.) Any employee, including faculty and A&P, may nominate a candidate on the basis of job performance, dependability, attitude, etc. A name submitted remains in the pool of eligible candidates for one year.

Signed: \_\_\_\_\_  
(name) (campus address, phone)

Cut ballot and return to Human Resources, ADM 230, EOM. (Mark envelope "confidential.")